



**The CBC Pensioners  
National Association**

*Preserving our Future, Sharing our Past*

**L'Association nationale  
des retraités de la SRC**

*Assurer notre avenir, partager notre passé*

# Contact

## Newsletter

### President's Message



Donald Langis

#### IT'S TIME FOR YOUR SAY

You have probably received an important package of information and a consent form from CBC Pension Administration by the time this newsletter is published. Make sure you check your mail.

**It is vital that you return the form as quickly as possible to the Pension Administration Centre.** In this edition of Contact, which is going to all retirees, you can read an article from Dan Oldfield that outlines the process.

**Your consent is necessary** to permit the distribution of about \$115 million in pension surplus. This is a requirement of the pension plan regulator, the Office of the Superintendent of Financial Institutions (OSFI), and needs the consent of at least two-thirds of all pensioners, which represents more than 8,000 people.

#### Notice to Readers

This issue of CONTACT is sent to all CBC pensioners by the CBC Pensioners National Association (PNA). This annual distribution is in accordance with the Memorandum of Understanding (MOU) between the PNA and CBC. The MOU recognizes the PNA as the organized voice of CBC pensioners.

In keeping with the terms of the MOU, the names and addresses of non-members have not been provided by CBC to the PNA but were provided directly to the printer for mailing.

The CBC did not approve the content of the communication. The PNA is solely responsible for the contents of this communication. All production and distribution costs of the newsletter are paid by the Association.

We have worked hard to negotiate the surplus sharing agreement and to protect your plan rights. Now it's your turn. Please respond as quickly as you can. To those non-members who are receiving this issue of Contact, please consider supporting our efforts by becoming a member of the PNA.

## **NEW ELECTION PROCESS**

We are using a new approach in electing the next PNA executive. All members will now be able to vote either electronically or by telephone. Safeguards and confidentiality will be enforced with a personal one-time code.

This important change is designed to give all members the opportunity to vote for the people who will lead the PNA. The Board has also put out a call for members to serve on the Elections Committee. This committee will be made up of five PNA members who represent, both geographically and linguistically, our membership.

The available positions are President (Anglophone), Vice President (Anglophone), Vice President (Francophone) and Treasurer. More information about the elections and the candidates will be posted on the PNA website from January to March 2024. During that time, candidates will be able to notify the Elections Committee of their desire to run for a position on the Board.

## **STRUCTURE REVIEW**

We've been incorporated for nearly 25 years and we feel that it's time to take a look at how we are organized at every level. New and fresh ideas are always encouraged. The Board established a committee to review our structure and governance. It is expected to make its recommendations to the new Board of Directors next spring.

## **REDUCED SHCP RATES**

There is some good news for those who subscribe to the Pensioners Supplementary Healthcare Plan. Rates for next year are being reduced. Read more about it in this issue.

And finally, we are pleased to announce that the regional president of the

PNA for Newfoundland and Labrador, Jon Soper, is replacing Alain Pineau as our representative on the CBC Pension Board of Trustees. To Alain, thank you for all your work on the Board of Trustees.

I wish you all the best for the holiday season and a healthy, happy 2024.



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## **MOA Update – Action Required**

by Dan Oldfield

In the upcoming days, CBC pensioners will receive details for the planned distribution of pension surplus in the mail. These have now been sent to all pension plan members and include a self-addressed, stamped envelope. The package contains several pages of details, including a consent form that you are asked to return by **December 8, 2023. We strongly urge you to read the document and return the consent form as quickly as possible.**

### **NEW! ELECTRONIC CONSENT FORM**

There is now an electronic option to receive and submit your consent form. Members can go to “My Pension Statement” on the [PAC website](#). The consent form and information are available as a pdf. You need to print the form, sign and date it manually, scan it and e-mail it back to PAC at [surplus@telushealth.com](mailto:surplus@telushealth.com).

The pension regulator requires consent from at least two-thirds of all contributors, which represents more than 8,000 retirees and deferred pensioners. **Failure to get that level of consent may prevent any distribution of surplus.**

## **MOA Update (cont'd)**

Payouts like the kind agreed to in the MOA are considered an improvement in retirement benefits and require approval from the Office of the Superintendent of Financial Institutions (OSFI). The payout of surplus is treated as though the employer is taking money from the plan, even though that money will be shared with contributors. **This is why approval is required from contributors.**

In our situation, two groups need to be consulted: those currently contributing to the plan (employees) and those who have contributed in the past but no longer contribute (pensioners, survivors and deferred pensioners).

CBC will have to demonstrate to OSFI that the necessary consent has been obtained when it applies to OSFI for the surplus withdrawal.

In addition to the material you will receive in the mail, a public notice will be posted in newspapers across the country.

With your cooperation in returning the consent forms, we fully expect the payout will be supported. Once the federal regulator is satisfied that enough plan members agree to a payout, the CBC will formally seek OSFI's consent to withdraw the surplus and begin its distribution.

OSFI approval is mandatory and assuming it consents to the withdrawal and the surplus payout, it will give notice in writing. It will then take another 40 days before payouts can begin.

## **REVISED DISTRIBUTION AMOUNT**

The global pool for distribution will be a fair bit higher than the \$95 million we've been speculating. It's actually more than \$115 million, plus interest.

We still do not have a final percentage for individual distribution amounts. We are likely looking at late spring or early summer before any payment is issued. Whatever is paid will come in the form of a single payment.

We are continuing to meet with the CBC and the unions to ensure that we are all doing what needs to be done as quickly as possible. We will keep you informed of any significant developments.

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## **New Supplementary Health Care Program Rates for 2024**

Pensioners who are part of the CBC retiree Supplementary Healthcare Plan (SHCP) will see a welcomed reduction in monthly premium rates when they come into effect on January 1, 2024. Savings will range from \$2 in Nova Scotia for family coverage 65 and older, to \$43 in Quebec and the Atlantic provinces. Rates vary because they are based on health care benefits provided in each province.

This is good news given the impact of recent inflation rates, particularly for those with fixed incomes. We continue to pursue the longer-term goal of creating a single national rate for all retirees.

Subscribers will be notified of their individual rates for the coming year.

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## **Jon Soper Nominated to Pension Board of Trustees**



Jon Soper

CBC/Radio-Canada's Board of Directors recently approved our nomination of Jon Soper as retiree representative to the Pension Board of Trustees. Jon is highly qualified for this role and will be an excellent advocate for members. He has broad knowledge of employee and retiree benefits acquired during 24 years as a member of the Consultative Committee of Staff Benefits (CCSB). He also spent 16 years as the English employee trustee. Jon is president of the Newfoundland and Labrador region of the CBC Pensioners National Association.

## **What Happened to the Employee Assistance Program?**

For several months, the Employee Assistance Program (EAP) portal has been inaccessible to retirees. Although we sent an e-mail update about the situation to all members on April 29, we continue to receive questions and complaints.

The CBC chose a new supplier and the EAP is now called the Employee Family Assistance Program (EFAP). The service is provided by Kii as part of CloudMD, replacing the former supplier, Homewood. Because of costs, senior management at CBC decided to drop retirees from the program.

We met with senior management in July to express our concern and disappointment in the lack of communication in regard to this decision and its impact on our members. The decision is based on the fact that the provider bills according to potential usage, not actual usage. Including all retirees represents a significant cost, when in actual fact, they make very little use of the EAP. While we agree that the cost of providing the service outweighs the benefit, we continue to work with CBC to see if there is a cost-effective solution to provide service to those who wish to use EAP services.

### **CHANGE OF ADDRESS**

Please make sure that you advise us of any change of address, telephone or email as soon as possible. This will avoid delays in receiving our newsletters and communiqués. You can also help reduce the cost of printing by switching from post to email. You can notify us by email at [info@cbcpensioners.ca](mailto:info@cbcpensioners.ca) or by toll free telephone number: 1-877-361-9242.



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## PNA Member Spotlight: Kevin Hanlon Newfoundland and Labrador region

by Rich Knowles, Maritimes Region



Jon Soper & Kevin Hanlon

Kevin Hanlon began his career in 1964 in St. John's, Newfoundland, as an office junior. A few years later, he became a lighting assistant in the television studio and following that, a sound-on-film technician.

"I worked on news, documentaries and Land and Sea, probably one of the longest running shows on CBC. That took me to every nook and cranny in Newfoundland and Labrador. In 1976 I went to the Montreal Olympics as a sound technician," explains Kevin. Later, he became a TV news cameraman, work that took him to parts of the United States and Europe.

Kevin has many memories, but cherishes one in particular. "In 1985, an Arrow Air plane carrying U.S. military staff home from the Sinai crashed in Gander, killing all the soldiers and crew on board. Later, producer Bob Wakeham, Bill Gillespie and I flew to Fort Campbell, Kentucky, to shoot a documentary about the families of the deceased soldiers. When we arrived, we noticed signs welcoming Gander families. There was going to be a celebration of life with Johnny Cash singing the Stars and Stripes. We were set up to record the events, when the base commander came over and asked me to follow him to a trailer. He introduced me to Johnny Cash, who shook my hand and thanked me for coming and introduced me to his wife, June Carter." Kevin also recalls shooting a documentary in Manhattan about the Newfoundland steelworkers who erected the skyscrapers. That assignment took them up over 50 stories!

Retiring at the age of 49 was a huge adjustment, explains Kevin. "My normal day as a cameraman was "I have no idea what this day will bring," and I loved it. Then I retired and it became "What shall I do today?" Now I ask myself how I had time to do everything when I was working! I spend

most of my time as a poppy and a chauffeur and can't wait for the call. My proudest moments were when my grandkids were born and I was home with my family. Then there are two coffee clubs, and an active social life with my wife and friends and the PNA," explains Kevin.

Kevin has been a member of the PNA since he retired in 1997. "It has been a major part of my life. I have been part of the executive alongside four presidents in the past 12 years, because it's important to me to keep the PNA strong. We have a solid executive in Ottawa that keeps checks on our pensions, surplus funds, SAF fund and health benefits. It's an organization that I'm proud of!"



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## **Surviving Spouses Pension Fairness Coalition**

The 2012 PNA National Convention approved a Motion to form a working group to address the fact that the CBC Pension Plan does not pay a survivor benefit to a member's spouse who was not the spouse of record at the time of retirement.

The PNA was advised by CBC that any changes to the CBC Pension Plan required ministerial approval. Believing that to be correct, it was decided it would be best to form a coalition, headed by Maurice Gill and Rick Inglis. Its goal was to jointly address all legislation requiring ministerial approval, which would be the Pension Benefits Standards Act (PBSA) and five other Acts.

### **2013-2023 - A retrospective**

- Within a year of the convention, with considerable help from PNA volunteers across the country, the coalition eventually grew to include 22 partners, whose memberships totaled more than 5.2 million.
- Mr. Bernard Dussault, previously Chief Actuary of federal pension plans in the public sector, assisted with analytical matters.
- The coalition has been involved in a range of other actions.



For pension plans under its direct control, the government has been intractable on this issue and not willing to implement meaningful change. Over the years, our contacts with various government ministers generated sympathy, but no positive action.

The government's hard-nosed stance means it is no longer logical to try to bring about changes in legislations for plans under direct government control. However, the Act under which the CBC Plan operates is different and provides an opportunity for the PNA.

At the last PNA board meeting in November, the board approved the recommendations of the coalition which was to terminate the business of the coalition and close down the website. The PNA continues to work on this file and any information on this subject will be on the PNA website.

**On behalf of the PNA Board and PNA members across the country, we offer our heartfelt thanks to Maurice Gill and Rick Inglis for their years of dedicated work on this file.**

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## **Membership is Important**

by Phil Peck, Co-chair, Recruitment Committee

After more than a year of hearings, Justice Dennis O'Connor has ruled in our favour in the Memorandum of Agreement (MOA) arbitration issue, concluding that this Agreement is still in effect. As most of us know, there will be a distribution of the pension surplus.

This victory for the PNA would not have been possible without you – your support is required to enable the Association to continue this type of work for **all** pensioners.

**You Are Needed** to boost the ranks of the Association, so that pensioners can continue to defend pensioners' rights and benefits.

Membership levels decline as long-term members pass away. **You are needed** to take their place, to support the work of the Association and ensure someone is looking out for your interests.

The dues are modest, \$3.20 for every \$1,000 you receive from your monthly pension. They are conveniently collected at source.

Today is a good day to become a member of the CBC Pensioners National Association. **You are needed.**

**Already a member?** Call a former colleague who is not a member and tell them that we need their presence in our ranks.

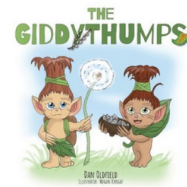
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## **Dan Oldfield Publishes Debut Book of Juvenile Fiction**

by Catherine Schellenberg, Communications Coordinator

You may know Dan Oldfield through his involvement in the PNA and his dedication to the pension surplus arbitration that led to the recent victory for CBC pensioners.

Recently, Dan became a published author, with the release of his debut picture book of juvenile fiction titled *The Giddythumps*. The book explores the friendship between Frazellnap and Beetoo, tiny creatures who live near the base of a tree. Like most dear friends, they get along—until one day Frazellnap becomes very angry with Beetoo. It seems they might never repair their friendship, until a friend steps in to teach them about forgiveness.



Through his work with adults, Dan was motivated to write a story for children focusing on the importance of creating good relationships and the power of the apology. “Young children have a hunger to learn, and I hope to take advantage of that by targeting the development of emotional intelligence and problem-solving skills. Storytelling is a powerful learning tool for kids and adults.”


Giddythumps is now available in Canada on Indigo and Amazon as well as other online retailers.

Dan is a former journalist with CBC. He is a partner in a business that provides workplace training and meeting facilitation.

## Tales from the trenches: An effort to preserve the stories of the CBC

Legacy Interviews is a pilot project to tell the history of our work  
by Susan Helwig

(Reprinted, with permission, from the Ontario Region newsletter Livewire)



COUNTERSPIN | CANADA: A PEOPLE'S HISTORY | CHORAL CONCERT | RICHARDSON'S ROUNDUP | THE DEAD DOG CAFÉ  
COMEDY HOUR | MY PLAYLIST | MORNINGSIDE | STREET LEGAL | THE TRANSCONTINENTAL | BETWEEN THE COVERS  
C'EST LA VIE | SATURDAY AFTERNOON AT THE OPERA | UNDER THE UMBRELLA TREE | THE WORLD THIS HOUR  
AFGHANADA | KIM'S CONVENIENCE | NATIONAL FARM RADIO FORUM | SATURDAY NIGHT BLUES | THE FRIENDLY GIANT  
SOUND ADVICE | SUNDAY MORNING | QUIRKS & QUARKS | LAUGH OUT LOUD | JAZZ BEAT | TALKING BOOKS  
THE INSIDE TRACK | GILMOIR'S ALBUMS | MURDOCH MYSTERIES | AS IT HAPPENS | DISCDRIVE | MIDDAY  
THE HAPPY GANG | COMMENTARY | LITTLE MOSQUE ON THE PRAIRIE | IN CONCERT | THE RICK MERCER REPORT | TONIC  
MR. DRESSUP | HOME FIRES | 90 MINUTES LIVE | DISPATCHES | THE BEACHCOMBERS | CANADA READS  
BARONESS VON SKETCH SHOW | IDEAS | FINKLEMAN'S 45'S | THE VINYL CAFÉ | THE NATURE OF THINGS | WIRETAP  
IN PERFORMANCE | THE JOURNAL | CODCO | KING OF KENSINGTON | BUNNY WATSON | DOC ZONE | DA VINCI'S INQUEST  
DOUBLE EXPOSURE | WORLD REPORT | ROYAL CANADIAN AIR FARCE | THE NEXT CHAPTER | FRAGGLE ROCK  
THE SUNDAY EDITION | JUST FOR LAUGHS | THE MEDICINE SHOW | THE RED GREEN SHOW | BASIC BLACK  
THIS COUNTRY IN THE MORNING | THE AGE OF PERSUASION | DEFINITELY NOT THE OPERA | THE CURRENT  
À PROPOS | THE WORLD AT SIX | WHO DO YOU THINK YOU ARE?

Graphic by Scott Galley

A small group of PNA members has been taking first steps towards creating a new oral history project: to tell the history of the CBC through interviews with former employees.

Who better to ask than the people who spent their working lives in radio and television? We have lived through momentous times, as world events and technological progress have changed our lives. Our stories matter, and they will be of interest to others, today and in future generations.

How would this work? Legacy Interviews proposes to start small, with a pilot project to complete audio interviews with ten PNA members from a range of different backgrounds, in radio and television, including news, sports, music, drama, technical production, and leadership.

This is a volunteer effort. The PNA has many members with professional expertise as researchers, producers, interviewers, librarians, managers, and technicians. We're asking for your help.

So far, this project has been met with enthusiasm. We tested the idea by asking a number of retirees, some of them prominent public figures, whether they would agree to be interviewed. Everyone said yes. It seems clear that PNA members want to share their stories. They like the idea of leaving a recorded legacy for future generations.

Based on that enthusiasm, and some research, we are considering these parameters for the first ten interviews:

- Audio recordings only, to start.
- Initially, interviews would become the property of the PNA, to be used for *Livewire*, or the national newsletter *Contact*, or posted on our website.
- In future, the Legacy Interview collection would reside at an established university or government archives, with an interest in making them available for future generations.
- With success, this is an idea we can share with colleagues across the country.

We have received advice and support from Ira Basen, Gail Carducci, Jeffrey Dvorkin, Paul Kennedy, Lise Lareau, Talin Vartanian, and Bob Waller. We need people with a range of experience. We'd also like to hear from anyone who'd like to be interviewed about their own career at the CBC. With your help, it can evolve.

If you're interested, please write to [pnalivewire@gmail.com](mailto:pnalivewire@gmail.com), with "Legacy Interviews" in the subject line.